

Compensation Board



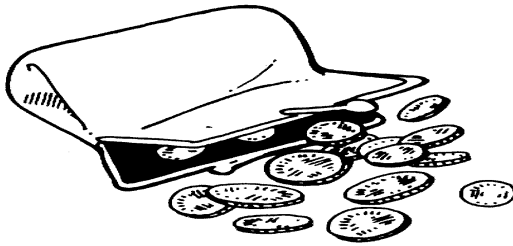
Systems Change at Compensation Board

COIN updates will be available at first of every month at the Compensation Board Web site: www.scb.virginia.gov

- Dates and locations of training sessions
- New pay bands and pay practices
- Security requirements
- New logon assignments and access levels

Look for the COIN button.

Welcome to the first newsletter for the Compensation Board's new automated funding system, dubbed COIN for Constitutional Officer Information Network. On January 1, 2005, this new system will replace SNIP and the online budget systems.

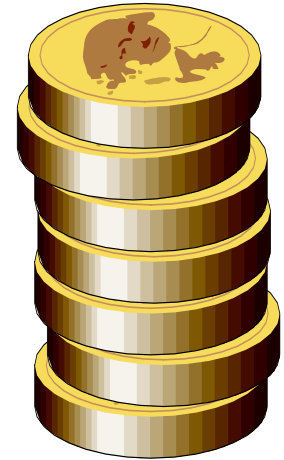


***COIN is change.
Change is good.***

There are two sides to COIN. Simplicity and flexibility. As January

approaches and you get your chance to start testing and entering Payroll changes in COIN we think you will see a lot of features that will make your life easier. In addition, COIN will allow you to request reports and review data in order to better manage your budget and prepare you for your county/city budget preparation season.

COIN is change. Change is good. We aren't just taking the "old way" of doing business and building a new system around it. With the implementation of COIN we are introducing new pay practices. We are eliminating the grades and steps of the current pay structure and replacing it with broad pay bands with only minimum and maximum salary defined. Another change we think you will like is the ability to correct



A gold standard.

internal salary alignment issues without having to "re-grade" a position. Response to all these new pay practices was favorable at each of the regional focus groups we conducted this past spring. We are building into these new policies an increased level of flexibility for you in managing your budget and staff.

Contact Information

Compensation Board
P.O. Box 710
Richmond, VA 23218-0710
(804) 786-0786 office

Anne Wilmoth
Information Technology Manager
(804) 786-0786 x.222

Richard Lampman
Policy and Planning Manager
(804) 786-0786 x. 215

Meet the COIN Development Team

Anne Wilmoth, Information Technology Manager at the Compensation Board, is leading a talented team to bring COIN to reality. In consultation with Richard Lampman of policy and planning and the customer service unit's Alice Coe and Charlene Rollins the COIN team is uniquely aware of the needs of constitutional officers. They are working diligently to build this user-friendly and up-to-the-minute funding application to meet those needs. Members include Kathryn



Monday, Melanie Morrison, Diana Haver, Craig Giegerich, Frank Connelly, and Dan Munson. Budget and Finance Manager, Robyn deSocio, will be your fiscal advisor along with Charlotte Luck, and Linda Gutshall. A big thank-you is due to our customers who participated in focus groups conducted last winter and early spring. Your participation and input was crucial and timely.